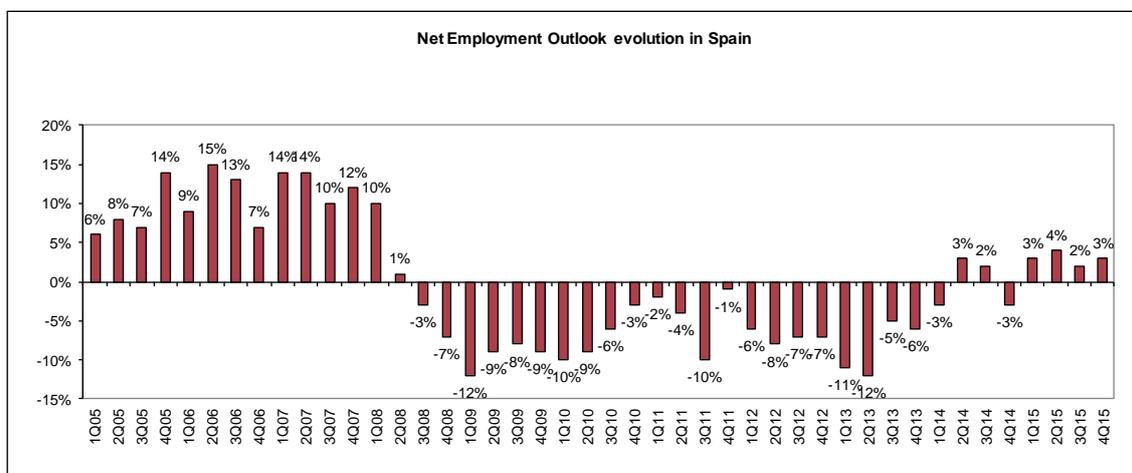


Under Embargo until 0:01 GMT, 9 December 2015

Manpower Employment Outlook Survey: Spanish hiring intentions improve marginally in the first quarter

- The Net Employment Outlook at +4% improves one percentage point quarter-over-quarter and year-over-year.
- On a regional basis, only employers in North region report negative hiring forecasts.
- In a comparison of industry sectors, employers in the Restaurants & Hotels, and Transport, Storage & Communication sectors report the most optimistic hiring intentions, and all but two sectors report positive results.
- Worldwide, employers in 39 of the 42 countries and territories report positive first-quarter hiring plans: employers in India (+42%), Taiwan (+23%) and Japan (+23%) report the strongest Outlooks. Employers in Brazil (-13%), Finland (-6%) and France (-1%) report the least optimistic hiring intentions.

9th December 2015 – According to the Manpower Employment Outlook Survey released today, Spanish employers' hiring intentions improve marginally in the first quarter of 2016, as the Spanish executives report a Net Employment Outlook +4%. With this result, the Outlook improves by one percentage point in both quarter-over-quarter and year-over-year comparisons. Thus, Spain restarts a year with positive employment forecasts, as it did in 2015, following six years of negative forecasts.



Source: ManpowerGroup

According to Raul Grijalba, ManpowerGroup Spain Country Manager, "for the second year, we recorded a first quarter hiring prospects positive sign; a fact which further confirms the recovery of the confidence of management and the consolidation of the stability of the Spanish labor market "

Of the 1,000 Spanish employers who participated in the survey, 7 percent of employers expect to increase their workforces during the first quarter of 2016, 85 percent do not foresee any changes in their payrolls and 6 percent plan to reduce their workforces.¹ The Manpower Employment Outlook Survey analyzes the intention of employers to increase or reduce their workforce each quarter, interviewing over 65,000 hiring managers across 42 countries and territories. In Spain, 1,000 employers responded to the question: "How do you anticipate total employment at your location to change in the three months to the end of March 2016 compared to the current quarter?"

¹ The remaining 5% up to 100% is the percentage of employers who answer "No know / No answer".



Only the employers in North region report negative hiring forecasts

Spain is divided into six regions for the purposes of the survey: Center (Castilla-La Mancha and Madrid); East (Comunidad Valenciana and Murcia); North (Aragón, Cantabria, La Rioja, Navarra and País Vasco); North East (Balears and Cataluña); North West (Asturias, Castilla y León and Galicia); and South (Andalucía, Canarias and Extremadura). On this regional basis, two of the six regions report positive hiring intentions for the first quarter 2015. Employers in two expect the hiring pace to be flat, while employers in the remaining two forecast some decrease in payrolls for the quarter ahead.

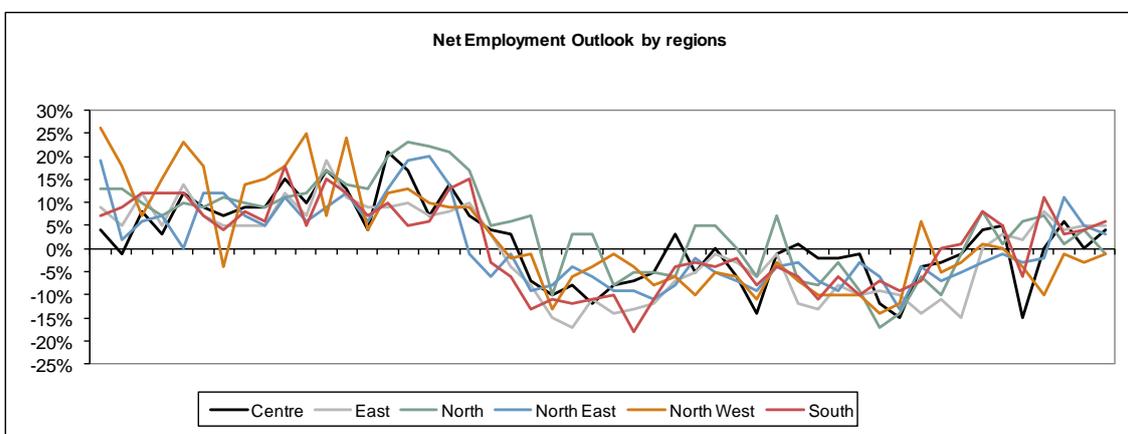
Employers in North West region report the strongest hiring intentions, with a Net Employment Outlook of +7%, followed by employers in South region, with +6%, the East and North East, both with +5%, and the Centre, with +3%. The weakest Net Employment Outlook is reported by employers in North region, with a -2%.

Net Employment Outlook by regions					
Regions	1Q15	2Q15	3Q15	4Q15	1Q16
Centre	0%	6%	0%	4%	3%
East	8%	4%	5%	5%	5%
North	6%	7%	1%	3%	-2%
North East	-2%	11%	5%	3%	5%
North West	-10%	-1%	-3%	-1%	7%
South	-6%	10%	3%	5%	6%

Source: ManpowerGroup

The largest quarter-over-quarter improvement is reported by employers in the North West, with Outlook improving eight percentage points, followed by the North East region, with a two percentage point improvement. Employers in the Centre and North regions report declines, both with a decrease of one percentage point.

Year-over-year, the Net Employment Outlook improves in three of the six regions. The biggest improvement is reported by employers in the North West region, with an increase of 17 percentage points. Those are followed by employers in the North East and Centre regions, where the Outlook improves by seven and three percentage points respectively. The employers in the other three regions reduce their hiring intentions: North region (nine percentage points), South region (five percentage points) and East region (three percentage points).

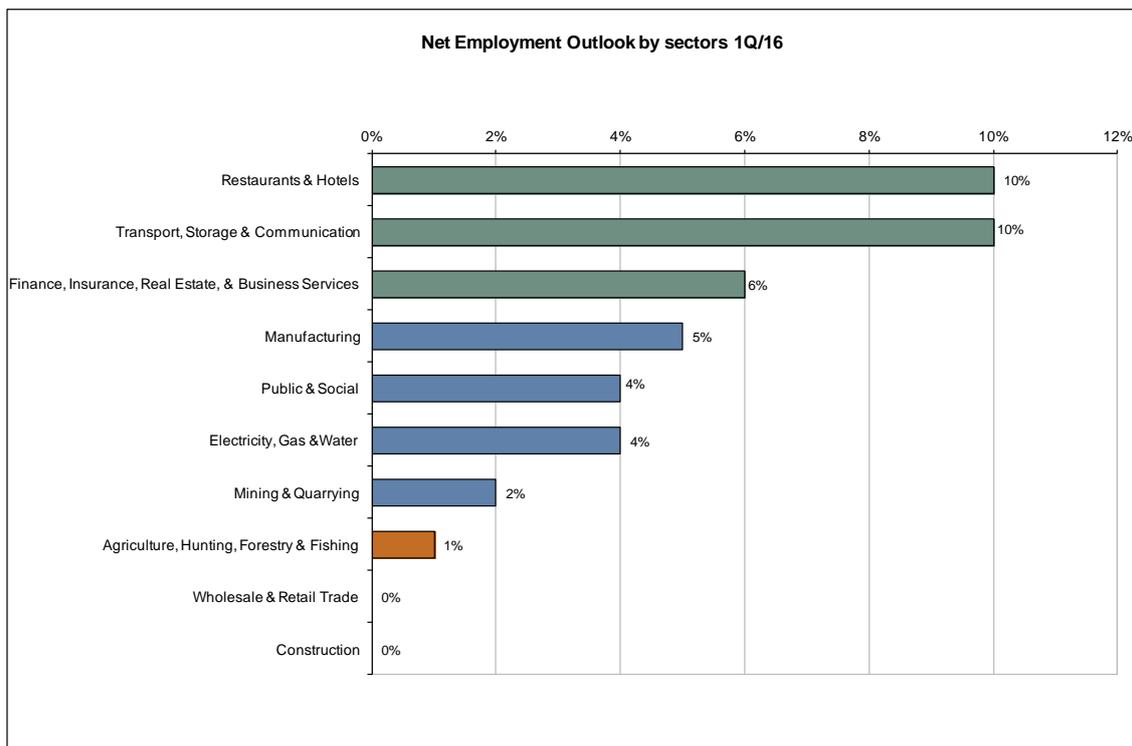


Source: ManpowerGroup

Positive hiring intentions in all but two industry sectors



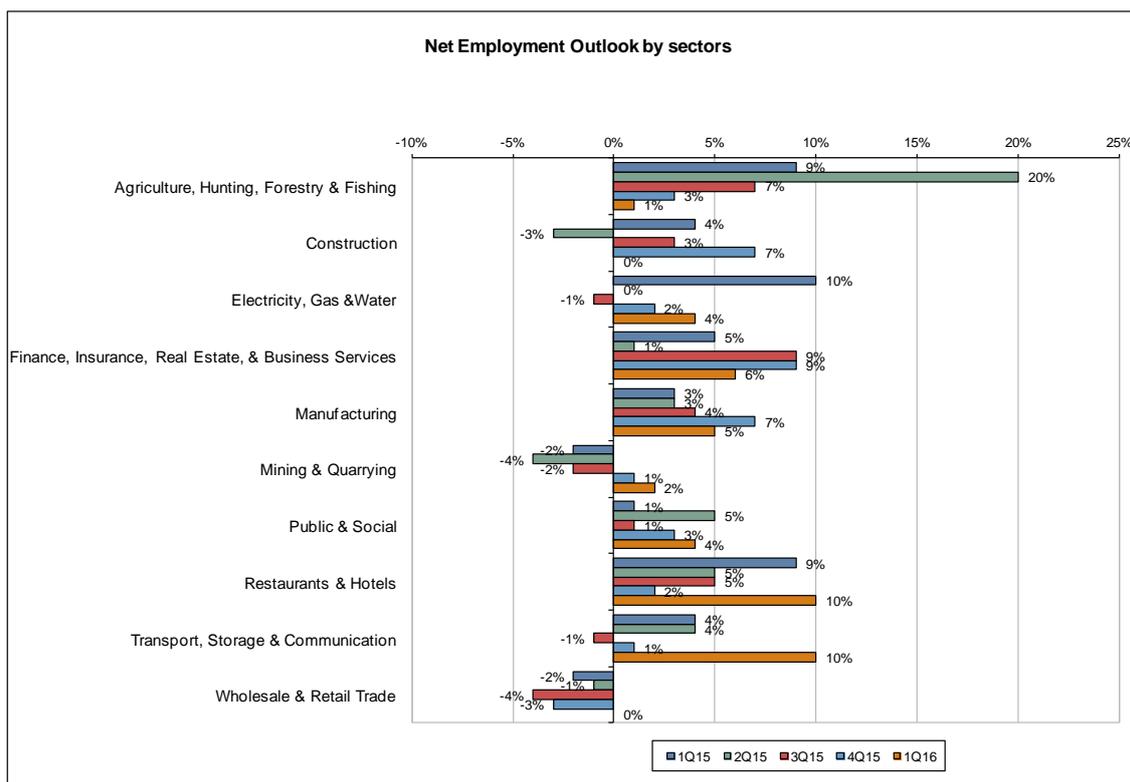
Employers in most of the 10 industry sectors surveyed report positive hiring intentions for the first quarter of 2016. Employers from the Restaurants & Hotels and Transport, Storage & Communication sectors report the most optimistic hiring pace, both with a Net Employment Outlook of +10%, followed by those in Finance, Insurance, Real Estate & Business Services (+6%), Manufacturing (+5%), Public & Social and Electricity, Gas & Water (both with +4%), Mining & Quarrying (+2%) and Agriculture, Hunting, Forestry & Fishing (+1%). Employers in Construction and Wholesale & Retail Trade industry sectors expect a flat hiring climate in the months ahead and report a neutral Outlook of 0%.



Source: ManpowerGroup

Compared to the fourth quarter of 2015, employers from six of the 10 industry sectors report improved Net Employment Outlooks and three sectors forecast declines. The biggest improvement is reported by employers in the Transport, Storage & Communication and the Restaurants & Hotels sectors, with improvements of nine and eight percentage points, respectively. The other sectors that improve their Outlooks are: Wholesale & Retail Trade (up three percentage points), Utilities (up two percentage points) and Public & Social and Mining & Quarrying (up one percentage point). Employers in Construction, Finance, Insurance, Real Estate & Business Services, Agriculture, Hunting, Forestry & Fishing and Manufacturing sectors report the declines.

Year-over-year, employers in the Transport, Storage & Communication sector report the biggest improvement, with six percentage points, followed by those in Mining & Quarrying (up four percentage point). The other sectors where employers report improved Outlooks are: Public & Social (up three percentage point), Manufacturing and Wholesale & Retail Trade (both up two percentage points) and Finance, Insurance, Real Estate & Business Services and Restaurants & Hotels (both up one percentage point). On the other hand, Outlooks decline in the Agriculture, Hunting, Forestry & Fishing sector by eight percentage points, followed by Electricity, Gas & Water sector by six percentage points, and in the Construction sector by four percentage points.



Source: ManpowerGroup

Positive forecasts in all company sizes

According to company size, the biggest payroll growth is forecast by employers in large size organization category for the coming quarter, with Net Employment Outlooks at +12%. Elsewhere, employers in medium companies anticipate a Net Employment Outlook of +4%, and micro and small companies report an Outlook of +3%.

Net Employment Outlook by size					
Size	1Q15	2Q15	3Q15	4Q15	1Q16
Micro	2%	5%	1%	2%	3%
Small	4%	3%	3%	4%	3%
Medium	-1%	3%	5%	6%	4%
Large	1%	3%	0%	3%	12%

Source: ManpowerGroup

When compared with the previous quarter, employers report Outlook declines of two percentage points in both the Medium-size category. However, Large employers report an improvement of nine percentage points, followed by Small and Medium-size, both with one percentage point more.

Year-over-year comparison, three groups report improvements in their hiring intentions. The biggest improvement is reported in large companies, with an increase of 11 percentage points; followed by small and micro companies, both with an improvement of one percentage point. The only decline is reported by employers of medium companies, of two percentage points.

Cautious optimism worldwide

Across the globe, employers in 39 of the 42 countries and territories report positive first-quarter hiring plans. Results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace. Employers in India (+42%),



Taiwan (+23%) and Japan (+23%) report the strongest Outlooks worldwide. The weakest and only negative forecasts are reported by employers in Brazil (-13%), Finland (-6%) and France (-1%). Meanwhile, workforce gains in Italy are expected to be modest, with the forecast inching into positive territory for the first time in five years.

Workforce gains are forecast in 22 of 24 countries in the Europe, Middle East & Africa (EMEA) region. Hiring plans improve in 14 countries quarter-over-quarter and weaken in only seven. In a year-over-year comparison, Outlooks improve in 12 countries and decline in eight. The region's strongest first-quarter forecasts are reported in Turkey (+19%), Slovakia (+13%), Romania (+12%), Hungary (+11%) and Czech Republic (+10%). The weakest forecasts are reported by Finnish and French employers.

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Note to Editors:

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at http://manpowergroup.com/press/meos_landing.cfm. The next Manpower Employment Outlook Survey will be released on 9 December 2014 to report hiring expectations for the first quarter of 2015.

About the Survey

The Manpower Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling over 65,000 employers in 42 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

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About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.

In Spain, ManpowerGroup offers the best solutions in human resources through their more than 120 offices in all the country with a staff of 700 highly skilled professionals.

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